

FOIAb3b

CPYRGHT

BUFFALO, N.Y.  
COURIER-EXPRESS

M. 161,219  
S 304,523

MAY 31 1965

## Few Women Qualify For Top Posts

By MARIE SMITH

WASHINGTON — An electronic computer is slowing down President Johnson's campaign to put more women in top jobs in government.

The President's interest in adding women to the policy-making levels of government is still strong, but apparently the feminine applicants don't have the proper "punch card pedigree" for the posts.

For the last five or six months, the electronic name-dropper has been used by Civil Service Commission Chairman John W. Macy Jr., a professional personnel expert and the President's No. 1 talent scout, in making the basic selection of prospective appointees.

Since Jan. 1, the President has given appointments to 16 women and only two of these were to top jobs. The others were to advisory councils, part-time commissions and boards of trustees.

The two high-level posts went to Patricia Roberts Harris, ambassador designate to Luxembourg—the first Negro woman to

be named ambassador—and Aileen Hernandez, assistant chief of the California Fair Employment Practices Division, who was named to the \$26,000-a-year post as a member of the new Equal Opportunity Commission.

Macy has punch card dossiers on 20,000 prospective appointees, about one-fourth of them women. When the cards are run through the computer to match qualifications and experience with a profile of the job to be filled, the women fall short most often on public service experience.

### Lack Experience

Women usually have the college degrees, but few of them measure up to the men in top level experience in either industry or government.

The men and women don't always go into the computer for the same jobs, however. When Macy was searching for a director for the Central Intelligence Agency, only men's cards were fed into the computer. Out came the name of Rear Adm. W. F. Raborn Jr., who was approved by the President.

If the President specifically requests a woman appointee, the women's cards get the run-through. "We looked hard for a woman for the Federal Communications Commission," Macy said.

He came up with three proposed women candidates for the regulatory agency. None of the three had a right political identification, however. The post went to a man.

Evidence of the President's earnest endeavors to give women a break in the top jobs is the fact that hardly a day passes that he does not ask someone to send him the name of "just one woman" qualified for a top job.

Currently a campaign is quietly going on to win an appointment for a lady lawyer in the Labor Department as a stepping stone to the Supreme Court. And Johnson has confided he would like to appoint the first woman to the nation's highest court.